

Discrimination - equal Treatment of people Aware of MC policy
 Harassment make people unnecessarily unhappy - Sexual Harassment
 male / female unhappy "touch"
 Hostile Environment - unnecessarily unhappy - too much pressure -
 Sexual Orientation - No discrimination men & women
 National Origin - no discrimination - as far as capable
 work well with others

China -

Summer 2004 Jim Yue and Anne in London - discussed
 business - Mr Zhang invited Jim to China trying to expand
 business - New person hired in Germany in January time became
 Foruchi suggested German came to Tok and then to China.
 So Trip set in April Jim invited also - Jim invited to Japan
 (motivate him - Takehashi not so strong as Jim) Thought Chinese
 business would make Takehashi appreciate Jim more - Jim came
 Sunday night - Then two days in Tok meetings with customers and
 in house - Wed - went to China - Anne meeting and plant tour
 Then Chinese dinner eating and drinking (not sure about Bar) over
 about mid-night. Then Bathhouse (as usual) Jim asked to join
 explained what would happen - Jim agreed to go (knows Jim
 is into Asia culture - went to his room apt. saw asian things)
 If Jim wanted to go back no problem Taxi
 Bathhouse very usual so not good memory - Everyone happy no one
 unhappy to be there - 1 hour massage - went back to hotel
 Next day went to Shanghai - Foruchi went to customer
 Mr Yue and Jim went to rule set Mfg (changed by Makara)

Wangjiu - Went to dinner with another Chinese customer.

Jim and Karen went back to hotel (Fuevchi unit for massage)

Friday meeting and then took car to Beijing dinner

Jim went. Saturday Jim went sight seeing Great wall etc.

#10 Supervisor - No evaluation but could comment on performance
Fuji and Takahashi did not ask - Fuevchi wanted them to appreciate Jim - Discusses general business issues like accounts rec. (wanted to protect Jim) - He manages business but not people
Commented to Toraosun on specifics - making business the trip
No one manages monitored. More instruction for Toraosun than Jim
Targets - German Mills involved most manage on world wide) combined all budgets to managers world wide - En MIC involved bottom line make sure it's reasonable - Not sure how bonus target relative to sales vol. He sets over all not sure how. Fuevchi is concern about proper use of time and schedule for business.

#11 MR Zhang drove car and made plans - accurate

#12 may have gone - Not sure, fact or not - every selected by Home Side - May have said you will be target - Meaning drinking
"You are target before dinner" meaning drinking - Does not remember specifically)

#13/14 - Does not remember time - Does not remember Jim & saying very tired - If insists he would have gone back to hotel

may have said not sexual message - Both house close to hotel

#15 NOT TRUE - Does not remember - Not interested

#16 may have said (not remember) Did not start if you saw perhaps - Not prone to talk about this - Jim proud of being Italian so they know this about him

On several points above when pressed
he did not recall at all and was trying
to think in what context something may
have happened if in fact it did
#12, 16, 19, 20

#17 Not sure if Zhang there not sure

#18 Yue commented not grabbed - pretty sure
he did not touch - Does not like to touch - Yue
is more touchy

#19 - Does not remember - MR Yue may have cell phone.

Do not remember - Yue could have taken picture (phone to
act like child)

#20 - If taken MR Yue would have deleted. MR Fuzuehi
would have insisted

#21 Could have said (NOT at all)

#22 - No reaction from Jim

#23 (OK) - NOT sure how got back

#24 Jim / Fuzuehi went to FLA - Several times

#25 - Comments - lost passion to create new business

Lack of management on res. Comment to Tole BO manager
may be Tole's -

As sales - Jim is 4 (1-5) 4 or 5 years did very good
job

2003 - 2004 OK level

2004 Last 3 years Eastern Ribbon (Jim Rice violate internal credit rule)

End 2005 perf. deteriorated

1- Moved to LI - solo Apt no monetary motivation

2- Limited promotion opportunity - not well thought of
Mr Takahashi - (ignored him)

3- Today tighter control on credit, travelling
(related perf.) Thinks MC paper group is tightening

4- NY pushed to create ~~new~~ account

What happened on T&P !

Assess his credibility - recollection - disparities

- Complaint Allegations paragraph 10 → 25
- Where did he have authority and where not
- Evaluation process
- Determination of the bonus - bonus amounts 2004-2005
- Formula
- What power did he have over Jim?

EE0-1

What is your understanding of the legal understanding of Sexual Harassment.

National Origins

Sexual Orientation

Retaliation - understanding of prohibition against it.

Is he aware of our policies (